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82-8428

6 OCT 1982

MEMORANDUM FOR: Deputy Director for Administration

FROM: John N. McMahon  
Acting Director of Central IntelligenceSUBJECT: SIS Rank Stipend and Performance Award Guidance 

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1. The third annual SIS Rank Stipend and Performance Award cycle will get underway on 30 September commensurate with the end of the SIS rating period and preparation of performance appraisal reports. As was the case last year, we continue to be limited by Congress as to the number of rank stipends and performance awards that may be granted to our SIS membership. Therefore, I urge you to be highly selective during your review and recommendation deliberations to ensure that only the most deserving officers are recommended to me and the Director for final stipend or awards approval. Your stipend and award allocation is based on 20 percent of approved SIS positions. Therefore, I will expect close liaison between your line supervisors and parent Career Service officials regarding the nomination of non-careerists for rank stipends and performance awards. In cases where disagreement exists the line manager or Career Service will state the reasons for non-concurrence on the awards recommendations form for my review.

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2. Your Career Service FY 1982 allocation for SIS-1 through SIS-4 rank stipend and performance award recommendations is as follows:

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b. These allocations represent the maximum number of recommendations and the highest levels of stipend and awards which may be recommended. Lesser numbers or lower percentages can and should be recommended if appropriate. For your information, I am including a stipend performance award schedule of amounts payable to assist you in determining the appropriate level of stipend or award recommendation. Keep in mind that any adjustment to current SIS salary rates will change these figures. [ ] 25X1

c. It should be understood that the final decision on individuals, the actual number, and the individual size of awards remains with the DCI. [ ] 25X1

d. Your list should prioritize your ranking of SIS-1 through SIS-4 officers, based on the numbers allocated, plus an additional 5 percent of those considered. This latter data would be used should additional allocation become available. There is no requirement to rank officers beyond this point. [ ] 25X1

e. Non-M Service careerist recommendations are to be submitted to the parent Career Service for incorporation into its rank stipend and performance awards submission. [ ] 25X1

3. In considering SIS-4 level officers for awards an "outside" SIS-5 or SIS-6 officer will be appointed to assist you in these deliberations. [ ] 25X1

4. Rank stipend and performance award recommendations are to be submitted to the Director of Personnel not later than 30 November 1982. A listing of those recommended in priority order is required, together with individual recommendation forms, the current year PAR and AWP. Recommendation forms for those officers not recommended will also be forwarded to the Director of Personnel. A memorandum of justification is required for each officer recommended for distinguished or meritorious officer rank. [ ] 25X1

5. Your recommendations for SIS-5 level officers will also be submitted through the Director of Personnel for DCI/DDCI consideration. [ ] 25X1

/S/ John N. McMahon

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## RANK STIPEND AND PERFORMANCE AWARD SCHEDULE

BASED ON FY 82 PAYABLE RATES

<u>SIS LEVEL</u>	<u>BASE RATE</u>	<u>DOS</u>	<u>MOS</u>	<u>20 Percent</u>	<u>15 Percent</u>	<u>10 Percent</u>
SIS-3/6	\$58,500	\$11,130*	\$10,000	\$11,130*	\$8,775	\$5,850
SIS-1/2 CAP	57,500	12,130*	10,000	11,500	8,625	5,750
SIS-2	56,936	12,694*	10,000	11,387	8,540	5,694
SIS-1/2 Retained Rate	56,021	13,609*	10,000	11,204	8,403	5,602
SIS-1	54,755	14,875*	10,000	10,951	8,213	5,476

\* Stipend and award payments are limited by the statutory limit for EP-1, \$69,630

Individual stipend or award payments will be based on the highest taxable year salary.

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